

Town of Frederick Police Officer Classification Series I, II, and III

The Town of Frederick has implemented a career development/ progression series program which added two additional levels of Police Officer positions (Police Officer II, and Police Officer III). The Police Officer I, II, and III classification is a progression series and incumbents must move sequentially through the series. In other words, a Police Officer I can not become a Police Officer III until they have progressed through the level of a Police Officer II. The criteria to move up to the next level is based on the culmination of years of experience, consistent and successful job performance, advanced and individualized training in police related areas, and the ability to demonstrate, through an assessment tool, the mastery of the Department's policies and procedures, Town personnel policies and procedures, municipal code, state and federal law as related to law enforcement. When an officer has successfully met the outlined criteria and is reclassified to Police Officer II or a Police Officer III, he/she will receive a reclassification to the next grade on the salary matrix.

Distinguishing Characteristics

Police Officer I-- This is the entry level in the class series. Positions at this level usually perform most of the duties required of the positions at level II, but are not expected to function at the same skill level and usually exercise less independent discretion and judgment in matters related to work procedures and methods. Work at this level is usually supervised while in progress and fits an established structure or pattern.

Requirements:

Positions at the level I are required to be twenty-one years of age or older, eligible to work in the U.S.; High school graduate or possess a G.E.D certificate. Current Colorado Peace Officer Certification or successful graduation from a certified Police Academy required. Must have provisional Colorado POST Certificate by the time of hire and be POST Certified within six months of hire.

Must possess a valid Colorado driver's license, provide proof of a safe driving record, and maintain a safe driving record for continued employment. Must have no felony convictions.

Must have a history of personal and professional honesty, integrity, and good judgment. Preference will be given to applicants who have no history of use, sale, or possession of illegal substances. All applicants who reach the final stage of the selection process will be required to submit to a drug screen, thorough background check, psychological evaluation, review of driving record and a pre-employment physical examination.

Police Officer II--This is an advanced journey level in the class series. Positions at this level are distinguished from the I level by the performance of the full range of duties as assigned, working independently and exercising judgment and initiative. Positions at the II level receive only occasional instruction or assistance, and are fully aware of the operating procedures and policies of the work unit. Positions at the II level must be twenty-one years of age or older, eligible to work in the U.S.; High school graduate or possess a G.E.D certificate.

Requirements:

Must have a minimum of four (4) years of municipal police/patrol experience, preferably with the Town of Frederick as a certified Law Enforcement/Peace Officer. Outside experience will be evaluated to determine the extent of equivalency to the duties of a Frederick Police Officer.

Must be able to provide appraisals/evaluations/Teams Reports to show consistent and successful job performance.

Must have a minimum of one hundred-twenty (120) documented hours of advanced/individualized training, in police related areas, that is not departmental required training or regular in-service training. Instructor certified or current FTO certified preferred, and proof of maintaining certifications.

Ability to demonstrate, through an assessment tool, mastery of the Department's policy and procedures, Town personnel policy and procedures, municipal code, state and federal law as related to law enforcement.

Current Colorado Peace Officer Certification or successful graduation from a certified Police Academy required. Must have provisional Colorado POST Certificate by the time of hire and be POST Certified within six months of hire.

Must possess a valid Colorado driver's license, provide proof of a safe driving record, and maintain a safe driving record for continued employment. Must have no felony convictions.

Must have a history of personal and professional honesty, integrity, and good judgment. Preference will be given to applicants who have no history of use, sale, or possession of illegal substances. All applicants who reach the final stage of the selection process will be required to submit to a drug screen, thorough background check, psychological evaluation, review of driving record and a pre-employment physical examination.

Police Officer III--This is an advanced journey level in the class series. Positions at the Police Officer III level are distinguished from the level I and II by the performance of the full range of duties as assigned, working independently and exercising judgment and initiative. Additionally, because of the advanced level of this class series, the Police

Officer III may supervise the Police Officer I and II as needed. The Police Officer III is the senior officer on an assigned shift and may supervise the PO I and PO II.

Requirements:

Twenty-one years of age or older, eligible to work in the U.S.; High school graduate or possess a G.E.D certificate supplemented by an Associates degree or 60 semester hours from an accredited college or university.

Must have a minimum of six (6) years of municipal police/patrol experience, preferably with the Town of Frederick as a certified Law Enforcement/Peace Officer. Outside experience will be evaluated to determine the extent of equivalency to the duties of a Frederick Police Officer.

Must be able to provide appraisals/evaluations/Teams Reports to show consistent and successful job performance.

Must have a minimum of one hundred-eighty (180) documented hours of advanced/individualized training, in police related areas, that is not departmental required training or regular in-service training. Instructor certified or current FTO certified preferred, and proof of maintaining certifications.

Ability to demonstrate, through an assessment tool, mastery of the Department's policy and procedures, Town personnel policy and procedures, municipal code, state and federal law as related to law enforcement, and leadership and supervisory duties.

Current Colorado Peace Officer Certification or successful graduation from a certified Police Academy required. Must have provisional Colorado POST Certificate by the time of hire and be POST Certified within six months of hire.

Must possess a valid Colorado driver's license, provide proof of a safe driving record, and maintain a safe driving record for continued employment. Must have no felony convictions.

Must have a history of personal and professional honesty, integrity, and good judgment. Preference will be given to applicants who have no history of use, sale, or possession of illegal substances. All applicants who reach the final stage of the selection process will be required to submit to a drug screen, thorough background check, psychological evaluation, review of driving record and a pre-employment physical examination.